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Bryant University

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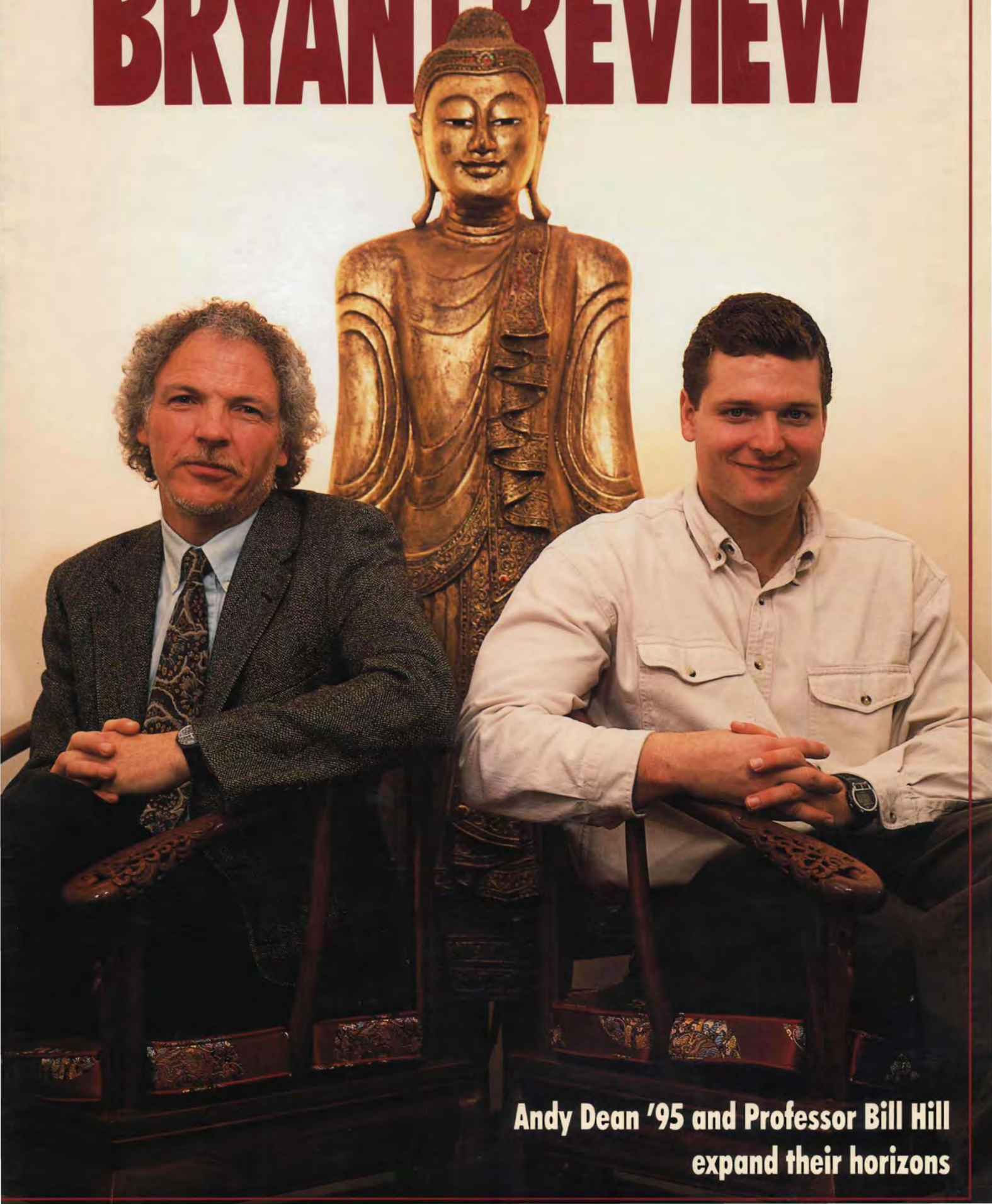
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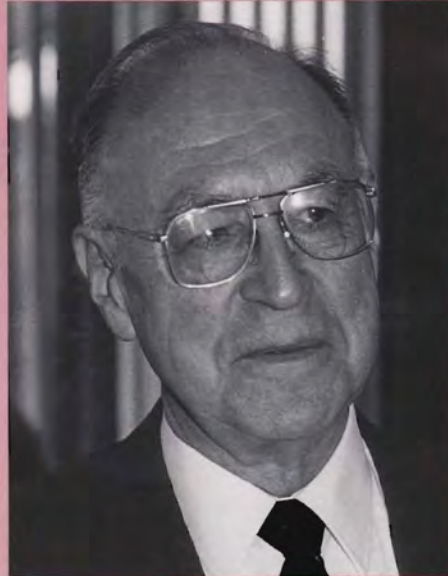
# BRYANT REVIEW



**Andy Dean '95 and Professor Bill Hill  
expand their horizons**



# PRESIDENT'S PERSPECTIVE



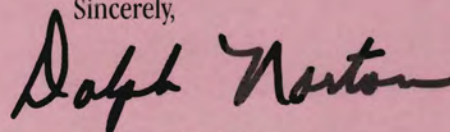
**T**he business world has become a global marketplace. If today's students are to become tomorrow's leaders, we simply must prepare them for the world. This is a large task that is being achieved at Bryant in many ways, both in and out of class.

Bryant alumni, students, and faculty are already playing an international game. They are working hard and having fun, often doing things they never thought possible. Read on — get to know some of today's international successes and their successors.

This issue of the *Bryant Review* is about the future. And that is what my time at Bryant is about, too. These months are focused on planning for your future as an institution and as a community. I am enjoying the process of helping people think creatively about what Bryant can be. It is my goal to lay fertile ground for your next president.

Although I will not be with you long, I am committed to ensuring Bryant's long-term health during my brief tenure. This is an exciting time, and an exciting process. Thank you for graciously accepting me as a colleague, and for working with me on behalf of Bryant's future.

Sincerely,



James A. (Dolph) Norton  
Interim President



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Bryant College is an independent institution of higher education dedicated to the preparation of leaders in business and related fields for success in their personal and professional lives. The College offers full- and part-time undergraduate studies leading to BS and BA degrees, full- and part-time MBA programs, an MSA degree, an MST degree, and a Certificate in Advanced Graduate Study (CAGS). The College provides business outreach services through the Center for International Business and Economic Development (CIBED).

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## TICKER TAPE

Economics Professor Hsiang-ling Han's article, "Small Sample Properties of Canonical Cointegrating Regressions," has been accepted for publication in *Empirical Economics*, published by Springer-Verlag.

Management Professor Harsh K. Luthar's paper, "Chivalry and Paternalism v. Nurture and Maternalism: Are Female Managers Partial to Female Grievants? The Missing Link in the Grievance Resolution Literature," has been accepted for publication in the *Journal of Individual Employment Rights*. He also appeared on Rhode Island's weekly PBS program, "13th State" in January. Harsh discussed his background, philosophy of education, non-violence, and stress management through yoga and meditation. This was his second appearance on PBS.

History Professor Judy Barrett Litoff contributed a chapter, "An Enduring Tradition: American Midwives in the Twentieth Century" in *Readings in American Health Care*, published by the University of Wisconsin Press. She has also published "A WAC from Maine in the South: The World War II Correspondence of Katherine Trickey," in *Maine History*.

Management Professor Hinda Pollard moderated a workshop entitled "What is the Future of Affirmative Action?" at the Tenth Annual Rhode Island Conference on Labor-Management Relations.

Humanities Professor Joe Urgo has written a book entitled "Willa Cather and the Myth of American Migration," published by the University of Illinois Press. His article, "Faulkner's Real Estate: Land and Literary Speculation in The Hamlet" was published in the *Mississippi Quarterly*.

## ALUMNI NAMED TO BOARD OF TRUSTEES



Stephen E. Crowley '70

Three new members have been named to Bryant's Board of Trustees. All are alumni of the College.

STEPHEN E. CROWLEY '70, chairman of Crowley Financial Services Inc. in Ft. Lauderdale, Florida, began his three-year term in January 1995. Crowley is widely known as the "Money Pro" from his eleven years on national television. His award-winning "Money Pro News" syndicated reports air daily on more than 100 local television and radio affiliate stations from Boston to San Diego. He has made numerous appearances on Hour Magazine, Good Morning America, and Live with Regis and Kathie Lee. He has hosted and produced three videos for *U.S. News & World Report* and is the author of "Money for Life," published by Simon & Schuster.

Crowley began his financial career in 1970 as a CPA with Price Waterhouse & Co. He became manager in the Providence and Boston offices, and then partner in a large regional New England firm. During this time, he was also building his career as a radio and television personality, which he launched full-time in 1981.



Joseph H. Lemieux '57 '94H

JOSEPH H. LEMIEUX '57 '94H, who was named to the board in December, is chairman and chief executive officer of Owens-Illinois, Inc., the leading manufacturer of glass containers, plastic packaging, and specialized glass products. He joined the company in 1957 as an administrative trainee, rose steadily through the ranks, and was elected president and chief operating officer in 1986, chief executive officer in 1990, and chairman of the board of directors in 1991.

Lemieux was named Manufacturer of the Year by the California Manufacturers Association and was also listed among the top 1000 CEOs by *Business Week* magazine in 1992. Bryant recognized his many accomplishments with an honorary degree in 1994.



Carlos Zúñiga '62

CARLOS ZÚÑIGA '62, who began his board term last August, is president of Mudanzas Mundiales S.A., a bonded storage company involved in air cargo, customs brokerage, warehousing, and worldwide moving, with locations in Costa Rica and Nicaragua, South America. In English, Mudanzas Mundiales means "worldwide moving." The company, founded in 1969 by Zúñiga's father, began with 20 employees providing moving and transport services. Today, the company has more than 200 employees.

Zúñiga is director of La Republica, a Costa Rican newspaper. He also participates in a program that helps Nicaraguan refugees return to their homeland. His company carries their household belongings under a contract with a refugee assistance group.



## VISIT THE COLLEGE ON CD-ROM

When they were high school students, many of today's alumni got their first 'look' at Bryant in a directory such as *Peterson's Guide to Colleges*. The facts were there, but it was hard to get a real feel for campus life.

That has changed. High school students now have a new way to visit Bryant: on CD-ROM. This interactive computer disk enables prospective students to take a 'virtual' tour of the College at their own pace. With the click of a computer mouse, students can find information about academics, student life, athletics, admission, and financial aid at Bryant. Factual information is enlivened by audio and video clips of Bryant professors and students, who discuss their experiences and outlook. The result is a varied, multimedia introduction to the College.

And interested students can even fill out and submit an electronic application.

The CD was produced by Bryant's offices of admission and college relations. It is just one component of Bryant's enrollment management strategy to step up recruitment efforts. The CD will be distributed to high schools across the country by CollegeView, a national education marketing service. Bryant's admission officers are also taking the CD on the road with them when they go to recruiting fairs, where they will display the disk on portable computers. An abbreviated version of the CD is also available on the World Wide Web.

It may not win a Grammy award, but Bryant's CD is certainly getting a lot of play.

## 1990 CLASS GIFT IS THE LATEST NEWS



▲ Thanks to the generosity of the class of 1990, Bryant students will have access to the latest news. The class donated four televisions. Two sets located in the Salmonson Dining Hall and another on the first floor of the Bryant Center will offer CNN; a fourth set in the Rotunda of the Unistructure will offer the Bryant Info Channel. A ribbon-cutting ceremony for the sets was held in November in the Bryant Center. Class representatives (l-r) Anne Gaudet and Class Gift Chair John Boccuzzi dedicated the network with Interim Vice President of Student Affairs Diana Brigham Beaudoin.

## TICKER TAPE

KPMG Peat Marwick Distinguished Visiting Professor of Accounting Steve Sutton's article, "An Analysis of Potential Legal Liability Incurred Through Audit Expert Systems," was published in the September issue of *International Journal of Intelligent Systems in Accounting, Finance, & Management*. He co-presented a paper called "Teleological Foundations for the Ethical Development of Expert Systems: Act vs. Rule-Based Reasoning," at the Fourth Annual Workshop on AI/ES in Accounting Auditing and Taxation in Orlando, Fla. He has also co-written two articles published in *Research on Accounting Ethics*: "Toward an Understanding of the Philosophical Foundations for Ethical Development of Audit Expert Systems" and "On Ethical Behavior in Social, Political, and Legal Environments." And he has co-written an article titled "Opportunities Neglected: Foundations for Behavioral Research in Accounting Information Systems," published in *Advances in Accounting Information Systems*.

CIS Professor Wally Wood spoke at St. Raphael Academy in December on careers in the computer field. It is the fifth year he has participated in the Explorer Career Exploration program of the Boy Scouts.

Creative Writing Instructor Tom Chandler's recent collection of poetry, *Wingbones*, was a finalist in the University of Wisconsin national poetry book competition this year. *Wingbones* also received Honorable Mention in the annual Salmon Run national book competition. Tom's poetry has been nominated for a 1996 Pushcart Prize, an annual anthology of fiction and poetry published by Simon and Schuster.



## FLEDGLING ENTREPRENEURS TAKE FLIGHT

Creative thinking and community service were two of the values exhorted by John Hazen White Sr., when he delivered the keynote address at the fifth Entrepreneurship Training Program (ETP) commencement held in October. White, the president and chief executive officer of Taco, Inc. in Cranston, knows well the ups and downs of being an entrepreneur. "There will be storms, but you will weather them," he told the 28 graduates. "Use creative thinking when dealing with problems. That is the real challenge of an entrepreneur."

This Rhode Island businessman, who is well-known for his 'Red Alert' campaign of public service messages, also urged graduates to think of their obligation to the community. "There's a growing awareness that life is more than accumulating wealth," he said. "No matter what else you do, try to contribute to your community."

That is what the ETP does. The program provides a free, four-month training program to unemployed residents who have ideas for starting their own business. Established in 1992 as a collaborative effort between the Rhode Island Private Industry Council and Bryant, the program has graduated 140 entrepreneurs since its inception. The

ETP is now funded by all three of Rhode Island's Private Industry Councils and is offered to entrepreneurs throughout the state.

Graduates were also addressed by Congressman Patrick Kennedy, who urged the graduates to take advantage of programs offered through the Small Business Administration. "If ever there was a time to invest in job training, it's nowadays, when no one has a job forever," Representative Kennedy said. "Including me, if I don't mind my Ps and Qs," he added with a laugh.

Jim Segovis, director of the Center for International Business and Economic Development, reminded graduates that "the word 'entrepreneur' means to undertake a task or a journey of great risk and danger." But he pointed out that their training was superb. "People who start a small business generally have a 30 percent success rate," Jim said. "Those who start a business who have graduated from the ETP have over a 90 percent success rate." Also offering remarks were Secretary of State James Langevin; Larry Fitch, director of the R.I. Department of Employment and Training; and Doug Jobling, state director of the R.I. Small Business Development Center.

## TUSKEGEE AIRMEN VISIT BRYANT



World War II may have brought the United States together as a nation, but it was also a time of discrimination against black Americans that extended to the military. It was not until late in the war that all-black units were given the opportunity to enter combat. Among the most famous of these was the 332nd Fighter Group, better known as the Tuskegee Airmen.

Members of the New England Chapter of the Tuskegee Airmen came to campus in February as part of Bryant's African-American History Month celebration. The airmen talked about their experiences and answered questions after a special showing of the HBO movie, "The Tuskegee Airmen." The event was organized by members of the Multicultural Student Union (MSU), who viewed it as one way to put the 'history' back into African-American History Month. This and other events were intended to link past, present, and future, in keeping with the month's theme: "The Movement Continues."

Certainly the experiences of the Tuskegee Airmen form an important part of black history. These servicemen were able to earn their wings after pressure from the NAACP, the black media, some members of Congress, and the White House prompted the War Department to start a 'separate but equal' training program for black aviators in Tuskegee, Alabama. In 200 missions escorting U.S. bombers over Europe, the Tuskegee Airmen did not lose a single bomber to the enemy. And in more than 1,500 combat missions, they destroyed 261 German planes, damaged 159 others, bombed 950 supply and transport targets, and even sank a German destroyer.



## FIDELITY PLANS MOVE TO SMITHFIELD

America's largest mutual fund company, Boston-based Fidelity Investments, announced in December that it plans to open new offices in Smithfield — right across the street from Bryant. College leaders greeted the news enthusiastically.

"We are quite excited and pleased to welcome Fidelity to our neighborhood," says Interim President James A. (Dolph) Norton. "We look forward to any opportunity to help them get established in Smithfield and to find the right people for their operations."

Fidelity will transfer some executives from its Boston headquarters and will hire new employees as well. The company expects to employ at least 1,000 people at the Smithfield site.

"There is such a great potential any time a first-class operation like Fidelity locates its facilities so close to a first-class business school such as Bryant," says President Norton, who envisions a number of potential partnerships between business and academic interests.

Such partnerships could involve faculty and students, according to Mike Patterson, vice president for academic affairs. "Faculty in our Finance Department are very active and deeply interested in financial institutions such as Fidelity," he says. "We also have an actuarial program that is unique in that it combines actuarial science and business. There could be some very interesting relationships between our actuarial faculty and students and the Fidelity organization."

President Norton also sees possibilities for Bryant's Center for International Business and Economic Development. "We are the state's premier organization for managerial and supervisory training," he says. "It's conceivable that Bryant and Fidelity could find many areas of common interest."

If all proceeds as planned, Fidelity will open its Smithfield facility in 1998. Hiring is expected to begin late in 1997.

## 1769 SCHOLAR



▲ Diane Lomas, a junior accounting major, is the 1769 Fund Scholarship recipient for 1995-96. Established by the Bryant Faculty Federation, the 1769 Fund awards scholarships to deserving students each year with money donated through the annual Campus Campaign and memorial gifts. Professor Joe Ilacqua, executive secretary of the 1769 Fund, presented the \$1,000 award to Diane.

## THE PATRIOTS STAY



▲ New England Patriots fans who enjoy watching the team practice at Bryant can rejoice: the College has signed a three-year contract to allow the team to use its fields and some of its facilities for a summer training camp. The Patriots have been using Bryant facilities for summer practice sessions since 1976. The last contract between the two organizations was a one-year contract that expired last September 1.



# NEW CENTER HELPS SMALL BUSINESSES GO HIGH-TECH



▲ President Norton and NYNEX Vice President Carol Grant shake hands on an agreement to bring a new telecommunications center to Bryant.

Imagine a manufacturing company's training department demonstrating a new assembly procedure to employees at a plant located miles away – without ever leaving town. Or a jewelry supplier displaying a new line of products to interested clients – over the telephone lines. Or a Providence accountant going over a tax form line-by-line with a client – who is in California.

These are just three of the scenarios that will fast become a reality thanks to the new NYNEX Telecommunications Center Bryant College. The result of a joint venture between the College and NYNEX, the Center will help Rhode Island businesses grow and increase their productivity. It is the first such teaching and consulting laboratory that NYNEX has established.

The Center is expected to be fully functional by April. It will serve as a statewide resource to help individuals or small businesses understand how modern telecommunication technologies can be used to enhance their business outreach and reduce their costs.

To finance the Center's operations, NYNEX is donating \$200,000 for renovations and equipment, plus operating funds of \$30,000 annually for the next two years. Bryant has provided space for the Center in the Koffler Technology Center, as well as other educational services and resources. Counseling services will be free to the small business community.

"The Center will help Rhode Island's small businesses take advantage of the opportunities that new technologies are bringing

to the marketplace," says President James A. (Dolph) Norton. "It provides state-of-the-art equipment, highly trained experts, and training workshops dealing with telecommunications and data transmission issues."

Chris Langton, a former NYNEX manager with 28 years of experience in telecommunications, will manage the Center and supervise three student employees. He will coordinate efforts with Sue Barker, assistant director for special programs at the Rhode Island Small Business Development Center. The staff will invite business people to campus to learn about state-of-the-art telecommunications technologies. Chris also will travel to business locations throughout the state for demonstrations and lectures.

The Center's services are being coordinated with Bryant's other business outreach programs and has become part of the Center for International Business and Economic Development (CIBED). James Segovis, CIBED director, says that a major advantage of the Center is that "our students are able to get hands-on experience with different technology applications."

Pam Drainville, NYNEX regional director, points out that access to information is no longer a frill. "In a technology-based economy, the ability to solve problems by obtaining, analyzing, and utilizing information is critical to the success of any business."

Individuals or businesses interested in using the Center's services should contact Chris Langton at 401-232-6157.



## BRYANT GRADUATE WILL JOIN UP WITH PEOPLE

In April, Up With People performed a non-stop, two-hour live musical festival at Bryant. Over the last 30 years, this traveling group of performers have touched people's lives in 70 countries and 3,200 cities. And in July, one of Bryant's recent graduates – Christine Gagne '96 – will join the cast.

Christine has always loved music. But with an eye on the job market, she decided to major in accounting at Bryant. After finishing her degree requirements in December, she joined the staff of Price Waterhouse just in time for tax season and has been spending her 'free' time studying for the CPA exam in May. But Christine has an even busier year ahead of her. In July, she will travel to Denver for dress rehearsals with the rest of the Up With People cast. Then the troupe goes on the road. They'll perform in United States and Canada for six months, and then spend the remainder of the year giving shows in Europe, Asia, and Africa.

In order to participate, Christine must raise about \$12,000. She's come up with a creative fund-raising tool: a newsletter sent to donors and advertisers. Christine's parents, who live in New Hampshire, will compile the newsletter from letters and photos they receive from their daughter while she is on her whirlwind tour. Interested individuals can receive the newsletter in exchange for a minimum donation of \$33.15, a figure based on what it will cost to support Christine for one day of the trip. Or donors can purchase business card-sized advertisements or personal messages for \$10 a month. At press time, Christine had raised \$4,000 in this way and was hoping to raise more.

It's a lot to take on. But Christine is undaunted. "Music has always been part of my life," Christine says. "I was thrilled when I found out I could join the troupe." She was chosen after a three-hour interview, but surprisingly there was no audition. "Talent isn't the deciding factor, attitude is," Christine says.

A year with Up With People involves more than performing. The group also gets involved in one to two community service projects in each city they visit. "It's about growth for everyone involved," Christine says. "The idea is that we leave a city better than it was when we arrived. The performances, amazingly enough, are a very small part of the year's activities."

Christine is grateful that Price Waterhouse has been flexible in allowing her to delay taking a permanent position. In August 1997, after returning from her world trip with Up With People, she'll join the company's audit department. Until then, her focus will be on musical notes, not numbers.

"When the opportunity came up, I just couldn't turn it down," Christine says. "It's wonderful that I can do this one last musical activity before settling down in a career."

## POUNDING THE VIRTUAL PAVEMENT

The Office of Career Services has clicked onto a powerful new job search strategy: the Internet. This year, students and alumni learned how to use the World Wide Web to snare jobs in two "Pounding the Virtual Pavement" workshops. Later this spring Career Services staff will be able to access the Internet in their own offices and incorporate it into their day-to-day job search activities.

Director of Career Services and Bryant graduate Judy Clare is delighted with the potential of this sophisticated way to pound the pavement. "We see the Internet as a very valuable resource in the job search process," Judy says. "We want to encourage students and alumni to 'get on the net' through workshops like these."

Denise Godin, assistant director of Career Services, says the Internet is a natural addition to any serious job search. "We see it as an enhancement to the process," she says. "Job searching is about information gathering and using your creativity. The benefits to job hunters are numerous."

In addition to being a great networking tool, the Internet offers 24-hour-a-day access to information, giving job seekers many methods of researching companies and keeping up with industry trends. Some may decide to join newsgroups; others may prefer to study electronic journals or browse the World Wide Web. And the Internet's broad geographic reach is a perfect match for today's global marketplace.

"When you are job searching you need to use multiple strategies," Denise says. "On the Internet browsers can find a company's 'home page' and read its Annual Report." She encourages job seekers not to be overwhelmed with the prospect of learning how to use the Internet. "It can be intimidating, but people are approaching it at different levels. Anyone should feel free to ask questions and find out how to build it into their own individual job search."

For more information about job hunting on the Internet, or about any other activities in the Office of Career Services, call 401-232-6090.

"Taking Stock" and "Ticker Tape" by Janet Proulx, Don DeMaio, Nicki Toler



# The International Arena

BY MARGARET FLEISCHAUER, Sports Information Director

## HISTORIC GAME BENEFITS SOUTH AFRICAN CHILDREN

More than 800 fans witnessed a historic event in November when the South African National Basketball Team arrived at Bryant. The team, the first assembled in the post-apartheid era, was on a 15-day tour that included nine games against U.S. teams in the Northeast.

The atmosphere was electric as the two teams played to the largest crowd in recent memory. Thirteen different media outlets covered the game, the most at any Bryant athletic event. In the end it was 84-69 in Bryant's favor. But in many ways the South Africans were the big winners.

The Bryant community opened its doors and hearts to the South African team. The College provided lodging for the players for

three nights. Prior to the game, the team took part in a luncheon with area business leaders organized by the Export Assistance Center, and a community forum organized by the Multicultural Student Union (MSU) and the International Student Organization (ISO). A campus-wide effort of cooperation and hospitality raised nearly \$5,000 of support, which will help build basketball courts in South African communities.

Before the game started, the South African National Anthem was played and the Bryant and South African players exchanged gifts, as is customary in South Africa. By the time the team's visit ended, the exchange had become more than symbolic, for the 10 athletes truly touched many lives on their tour.

## WORLD-CLASS ATHLETES

### Roman Pavlik: At home on the road

Tennis star Roman Pavlik '96 knows the advantage of feeling at home on the road. Born in Prague, Czechoslovakia, and raised in Melbourne, Australia, and the United States, Roman took last year off from Bryant to play as an amateur on the satellite tour. The travel and pace were grueling, with tournaments in Egypt, California, Hawaii, Connecticut, and the Carolinas.

By then, Roman was eager to return home to Bryant. Not only did he want to finish his degree in Computer Information Systems, he also wanted to have one more try at an NCAA championship.

He's been off to a great start, winning the Rolex East regional tournament last fall. The men's tennis season began in March and by the time it's over, Roman would like nothing more than to bring a Division II crown back 'home' — to Bryant, that is.

### Anna Petrova: A globe trotter

Nineteen year-old Anna Petrova still has a lot to learn on the basketball court, but she is head and shoulders above the rest (literally) when it comes to a global education. The 6'4" sophomore from Moscow is not afraid of making cultural adjustments. She speaks four languages and has travelled all over the world.

Anna boasts champion basketball bloodlines. Her father is Alexander Petrov, the national team captain for the Soviet Union for 15 years, including the 1960 and 1964 Olympics. It is diffi-

cult following in such lofty footsteps, Anna admits. "It's very hard to live up to my dad's reputation."

Anna's parents wanted her to study in the U.S., somewhere near her brother in Connecticut. She chose Bryant over Yale so that she could study marketing. "I have many things I'd like to do after I graduate. I may go to grad school, or maybe move back to Kuwait. I'm not sure," says Anna. Eventually she'd like to pursue a career in the advertising field.

One thing is for sure, she'll have no problem adjusting.

### Svetlana Kitova: Meaningful gestures

With Assistant Track Coach Svetlana Kitova, actions speak much louder than words. An internationally renowned track athlete from Moscow, she's competed all over the world, winning a silver medal in the 1500 meters at the World Championships in Zurich, Switzerland in 1989.

She has competed in four European championships, winning the gold in the 1500 meter in Lille, France in 1987, and in the 800 meter in Hungary in 1983. She has been coaching track & field since 1985, and comes to Bryant from Brandeis University.

The language barrier that sometimes exists between a Russian-born coach and American athletes doesn't bother Svetlana. "If I can't communicate what I want, I just show them," she says. And if the student athletes are smart, they pay attention.



# The Multiplier Effect

BY ELIZABETH S. KELLY

Making a major gift is a major decision. For George Congdon '63, deciding how much was almost easy compared to choosing what form his gift would take.

"I played with a number of alternatives in my mind," George recalls. He considered a one-time gift of \$100,000 or sending a \$10,000 check for each of the next 10 years. "There was nothing exciting. There was no multiplier effect," he says. "I have spent my life in a world of leverage. My goal was to make a significant difference in the long term to the College."



He found a way. What excites him is challenging others to give, using his money as matching funds. George will double every new gift that Bryant receives from non-donors or lapsed donors by December 31, 1996. And he won't stop until the new gifts total \$100,000. It was the news that only 16 percent of Bryant alumni, well below the national average, donate to their alma mater that helped make up his mind. "I knew immediately that this is absolutely what I want to do. If I can entice other alumni to make their first gift, I'm sure the school can get them to continue."

At a recent leadership dinner that George attended with his wife, Anne, he upped the ante. George challenged fellow current donors to join the challenge and increase their contributions to encourage gifts from previous non-donors. In this way, new contributors could see a great return on their gifts and enjoy the multiplier effect that George was after – the challenges will double or triple new donors' gifts.

The dinner was George's first visit to the Smithfield campus. "The new campus is great!" George says. "But I admit I was afraid to go to there. I was afraid I'd be disappointed. I knew it would have no meaning to me. I didn't want a new memory, a different vision of the Bryant of today that didn't have the

architecture and community of the old. The brand name is the same, but what else? I felt no sense of connection to Bryant today."

What he did feel was a sense of indebtedness. "This gift is a recognition that my career success is due to the excellent education I got at Bryant." That success has made George the executive vice president of Liberty Property Trust in Pennsylvania, a publicly-traded real estate investment trust that owns and manages one of the largest portfolios of quality suburban industrial and office properties in the country. "When we were in the process of

going public, I decided to give something substantial back to Bryant. Now I'm able to do it, so I do."

Throughout the years before this business boom, George was a consistent donor to the Annual Fund. Despite the lack of connection that he describes for the Smithfield campus, he supported his alma mater. "A change in campus is no reason to believe there was a change in the quality of education. That hasn't changed. Bryant still offers an excellent reality-based education. I still have the greatest respect for the faculty; their knowledge is real-life, not just theory."

George also respects how much it costs to run a business, including the business of education. "The need is more than just money. The need is to solve problems. Today, the increased cost of providing education is greater than the cost of tuition. This requires more support from alumni than when we went to school. Alumni should know that their support could make a significant difference."

"Most people enjoy helping someone else," adds a man who is active in the arts as well as in education. "Giving creates a wonderful feeling." If that's the case, then George Congdon will be riding high for a very long time. ▲





# INTERNATIONAL

Managers nowadays are encouraged to 'think outside the box.' Increasingly they should think beyond borders as well.

National boundaries are becoming less important in business. The number of U.S. companies involved in the export business, for instance, is increasing by four percent annually. And the trend is expected to continue. Experts now talk about a global marketplace and an international business arena. This requires a new way of thinking.

"Clients today expect more than just superb technical skills," says Diane Kazarian Sturino '83, a partner in the international professional services firm of Price Waterhouse in Canada. "The challenge is to think proactively about a client's situation, on a world-wide basis, and to anticipate problems and provide business solutions."

No small task. To prepare Bryant students for a world that is becoming increasingly interdependent, the College is internationalizing its curriculum. The goal is to introduce an international component into every course offered at Bryant.

Already progress is being made: Over the past two and a half years, Professors Bill Hill and Bill Graves have codirected a grant from the U.S. Department of



# PERSPECTIVES

Education to support curriculum and faculty development in international studies and foreign languages. As a result, Bryant students are now gaining an international perspective in areas such as economics, environmental science, management, psychology, and sociology. And to encourage students to experience other countries first-hand, Bryant has increased the number of options available for study abroad. Some students have even chosen to do internships in other countries. "Our emphasis is on teaching students to think in a different way," says Bill Hill, coordinator of International Studies and director of the Study Abroad Program. "They learn that there's more than one way to look at the world, and more than one way to manage a business."

Jim Burns '71 and Gary Ricker '72 have certainly found that to be the case. These long-time business partners, perhaps best known for inventing the bagel crisp, launched their first international business five years ago. It's been an on-the-job learning experience. Jim encourages students to think globally even before they graduate. "The global economy is not only the wave of the future, it's here now," he says. "You only have to go after it."

Bryant alumni, students, and faculty are doing just that. Their individual stories may vary, but they share an international perspective. ▲



# GOING GLOBAL

BY ANN MACDONALD

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**"To survive nowadays, companies must begin to expand their business worldwide. The only marketplace today is the global marketplace," says Larry Sloven '71.**

The 'global marketplace' is in danger of becoming a cliché. Yet an increasing number of American companies are doing business overseas. NAFTA, which lowered trade barriers between the U.S., Canada, and Mexico, has enabled some companies to enter the international arena. Others have been lured by the double-digit economic growth in a number of emerging countries, which far outpaces the U.S. rate.

"The retail markets in the U.S. aren't expanding fast enough," says Larry Sloven '71, chairman of GSL Group in Hong Kong. "To survive nowadays, companies must begin to expand their business worldwide. The only marketplace today is the global marketplace."

In recognition of that fact, this year's 25th reunion class of 1971 is attempting to raise \$100,000 to enhance Bryant's International Trade Data Network (ITDN), a service of the Export Assistance Center. The ITDN provides users in 20 states with information about exchange rates, economic and trade practices, export contacts, trade leads, and visa requirements.

And to better prepare its students for competing in an increasingly global economy, Bryant has internationalized its curriculum. The College has expanded its language offerings and introduced a global perspective into as many classes as possible. Alumni who are already involved in international business — whether in accounting, marketing, manufacturing, or sales — support this new emphasis.



"The marketplace has changed dramatically since I graduated," says Diane Kazarian Sturino '83, who left a job in the U.S. to become a partner in the international professional services firm of Price Waterhouse in Canada. "In public accounting, you never had to think about a global marketplace. Now it's an integral part of your job."

Diane is an expert in accounting and auditing services who primarily represents two multinational clients: the Canadian Imperial Bank of Commerce, one of the largest financial institutions in the world, and Moore Corporation, the world's largest business form company. "Clients expect more than just superb technical skills," she says. "The challenge is to think proactively about a client's situation, on a world-wide basis, and to anticipate problems and provide business solutions."



Indeed, the challenges – and the opportunities – abound. For some companies, shifting production overseas may lower overhead and reduce labor costs. But foreign countries also represent an expanding marketplace for goods. For instance Larry Sloven's company, GSL Group, manufactures cordless rechargeable tools and appliances such as portable vacuum cleaners, rechargeable flashlights, and cellular telephone battery packs. As chairman, Larry sees tremendous growth opportunities abroad, particularly in Asia. "There's a huge population of people. And the economies are proving to be aggressive," Larry says. "People have done without for so long, and now they want products. Americans want to expand their distribution. This is a way to accomplish both objectives."

Jim Burns '71 agrees. He and long-time business partner Gary Ricker '72, a fraternity brother from Tau Kappa Epsilon, have put together several lines of food products over the years, including what may be their most famous

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**Price Waterhouse**

**"The challenge is to think proactively about a client's situation, on a world-wide basis, and to anticipate problems and provide business solutions," says Diane Kazarian Sturino '83.**





**"It's been a real challenge to apply the basic principles of marketing to a new environment," Gretchen Hofmann '83 says. "Fortunately the objectives and strategies are the same no matter what country you're in. What really differs is the execution."**

famous invention: the bagel crisp. Just five years ago, the two partners launched their first international company, Nat'l Surtrex Corp., which sells and distributes disposable apparel such as medical and dental gowns and environmental suits. The company does business in Mexico, Brazil, China, and Taiwan, and recently negotiated a distribution agreement with Poland. "We've found that many foreign customers prefer to do business with our company rather than with a manufacturer 500 miles away," Jim says. The reasons: "product quality and cost-effectiveness."

Gretchen Hofmann '83 has found that the principles of marketing transcend national borders. Since joining the international restaurant division of PepsiCo, Gretchen has headed the marketing program for Pizza Hut in Mexico and is currently director of national marketing for Kentucky Fried Chicken – Mexico. "It's been a real challenge to apply the basic principles of marketing to a new environment," she says. "Fortunately the objectives and strategies are the same no matter what country you're in. What really differs is the execution."

But as business expands into the international arena, it is also becoming more competitive. And these alumni encourage students to spend time during college acquiring the skills that will enable them to compete.

Gretchen jokes, for instance, that when she got off the plane in Mexico, "I didn't speak a word of Spanish and had a hard time getting out of the airport." She took classes to learn the language on her own. Jim and Larry both rely on employees who speak Chinese in order to do business. But students today are advised to learn a second language before graduating. "Students who are fluent in another language will be able to take advantage of many more opportunities down the road," Gretchen says. Spanish and Mandarin Chinese are both highly recommended, and both are offered at Bryant. "Those are the languages spoken in areas of the world where most of the opportunity is," Jim says.

These alumni also advise their successors to work overseas before graduating. "It's extremely important," Larry says. "That type of practical experience



provides a much better understanding of a culture than any textbook can." Gretchen agrees. She had to understand the tastes and mentality of Mexicans before she could market a product to them. "To be effective, you have to live, eat, and breathe the culture," she says. "It's the only way to get into the mindset of another country."

Diane Sturino recommends getting involved in local civic organizations, not only as a way to meet people but as a way to understand different cultural and social perspectives. She is active in the Daughters of Vartan, which promotes Armenian culture and education, and the Canadian Armenian Orphans' program, which provides financial support to children orphaned by the Armenian earthquake. And she is on the board of the Women's Legal Education and Action Fund (LEAF), which litigates cases of discrimination against women. "I grew up in a middle class family. By being on the board, I've been exposed to other types of experience," Diane says. "It's good every once in a while to be involved in something that brings you down to earth and puts things in perspective."

For tomorrow's business leaders, some perspective can be brought by their liberal arts studies, such as political science. A country's political system, for instance, can have a tremendous impact on business. Gretchen had to shift her marketing strategy in December 1994 when the presidential election in Mexico sparked a rapid devaluation in the peso that grew worse when foreign investors pulled out. "Prices skyrocketed," Gretchen recalls. "The country went into an economic depression virtually overnight." She responded by recommending that Pizza Hut introduce a new product featuring fewer ingredients – and a 30 percent lower price. "The issue became, not which brand do you prefer, but which one can you afford," Gretchen says. The strategy worked. "Within three weeks of launching the new product, our sales increased 45 percent."

In spite of all the challenges, these alumni encourage students to think of the world as their market. "The global economy is not only the wave of the future, it's here now," says Jim Burns. "You only have to go after it." Bryant's new international curriculum will enable students to do so. ▲



**"The global economy is  
not only the wave of the  
future, it's here now,"  
says Jim Burns '71.  
"You only have to  
go after it."**



# A BROADER VIEW

BY NICKI TOLER

Small world. Once just a cliché, the phrase is fast becoming a reflection of reality, thanks in part to developments in telecommunications and in business. And in a small world, citizens need to understand each other and learn how to work together.

"Internationalism is not a fad," says Bill Hill, director of International Programs and Study Abroad. "If you are going to have a career in any aspect of business, in fact in any aspect of American society today, the awareness of other cultures is vitally important. And that's not just for business purposes, but also for life purposes."

But global awareness also involves obligations. "The world has become interdependent in so many ways," Bill says. "We don't have responsibilities just as citizens of one country. We also have to be aware of the global implications of our lives. That doesn't mean we give up our identities as American citizens, but we expand on them to become global citizens."

Although courses with an international or cross-cultural emphasis have long been part of the Bryant curriculum, the College recently has placed more emphasis on educating global citizens. Aiding this effort is a grant from

the U.S. Department of Education's Title VI Program for International Studies and Foreign Languages — the first federal grant Bryant has received for curriculum and faculty development. Co-directed by Professors Bill Hill and Bill Graves, the grant has two major goals: the development of new courses with an international focus and the internationalization of already existing courses.

Both business and liberal arts courses have been targeted. The result: an international component has been added to many existing courses, from Management Information Systems and Business Policy, to Introduction to Humanities and Principles of Sociology. And about a dozen new courses specifically focused on international topics have been added in the last two years, ranging from Politics and Development of the Third World and The Economics of the Middle East to Cross Cultural Human Resource Management and The Politics of Global Environmental Issues.



► **"We have expanded the language program tremendously," says Humanities Professor Bill Graves, who is also coordinator of foreign languages. "But it goes beyond just increasing the number of languages: we are adding depth to the language offerings as well. And we now have a state-of-the-art language lab."**

Bryant's faculty have been instrumental in this effort. Over the past two and a half years, 30 Bryant faculty received stipends, course releases, and travel monies through the Department of Education grant. They in turn have brought a better understanding of international issues back to the classroom.

Psychology Professor Nanci Weinberger, for instance, worked with colleagues Ron Deluga and Janet Morahan-Martin to integrate an international component into General Psychology, a popular liberal arts elective. "The field of human behavior is moving in this direction. So the timing was great," says Nanci.

"We want to emphasize the concept of our humanity and how much we all share, focusing on common ground.



Our differences have to do with our adaptation to different environments," she adds. To demonstrate the different ways to accomplish this goal, Nanci and her colleagues developed a resource manual with guidelines for making General Psychology reflect a more international representation of ideas, theories, and experimental findings. This volume is shared with new and adjunct faculty members who teach the course.



► **"Most of our students are likely to go to work for a company that is at least somewhat involved with international trade. Moreover, a significant percentage, probably a quarter or more, will at one point in their career have an international posting," says Legal Studies Professor Bill Scheibal.**

Supplemental texts, videos, role playing, library research, and special assignments all help to make the study of general psychology more inclusive. "For example, when we are studying cognitive development and are looking at testing, I may give students an assignment to try to come up with tests that are not so culture-bound," says Nanci. "My hope is they'll see that in doing research it's hard to even ask the right questions."

Legal Studies Professor Bill Scheibal developed International Business Law, a senior business elective which examines both the principles and mechanics of conducting international trade. "There are certain things you need to do differently when you are involved in international trade because of the mechanics of shipping goods across borders," he says.

"There is data to suggest that the typical individual is likely to be working for a company that has a significant component of its sales coming from international trade – and that number is increasing every day," Bill continues. "So most of our students are likely to go to work for a company that is at least somewhat involved with international trade. Moreover, a significant percentage, probably a quarter or more, will at one point in their career have an international posting."

Because communication is essential in business, foreign languages are an integral part of the internationalization of the curriculum. Bryant now offers Spanish, French, German, Chinese, Japanese, and Russian. And the new

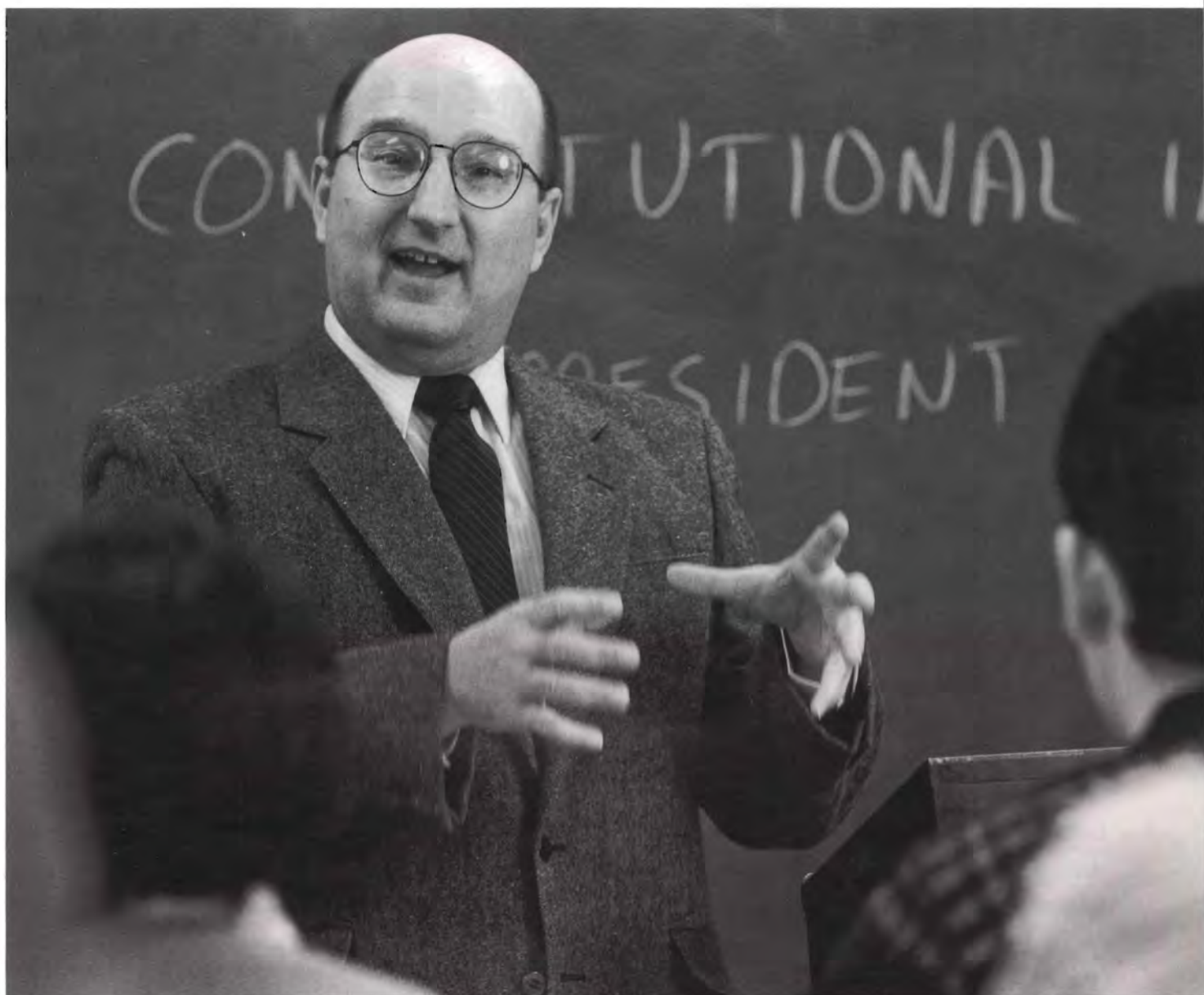
curriculum gives students the opportunity to minor in a foreign language for the first time. "We have expanded the language program tremendously," says Humanities Professor Bill Graves, who is also coordinator of foreign languages. "But it goes beyond just increasing the number of languages: we are adding depth to the language offerings as well. And we now have a state-of-the-art language lab."

Spending time in another country is one of the best ways for students to learn a language and to begin to understand that country's culture. "One of the aspects of internationalization that we are strongly promoting for students is the study abroad experience – and one more integrated into the curriculum than it used to be," says Bill Hill. "We want to promote the idea that when you go abroad you can integrate business and liberal arts so that your semester or summer abroad is an important part of your academic program."

"One of the interesting aspects of study abroad as an integrated approach is that we see students wanting to go to very different places," Bill continues. "Now they are more interested in going to Asia and Latin America, whereas traditionally Britain and Australia used to be the dominant destinations."

Faculty and student exchanges can also play a significant role in the College's broader view. "An essential partner to internationalizing the curriculum here is the establishment of strong bilateral links with institutions in other





countries,” says Bill Graves. “We need to have faculty go abroad and we need to have faculty from those institutions come here, developing a tradition of focused trips abroad for both faculty and students.”

Students are responding positively to faculty efforts to internationalize the curriculum. “Students today come out of communities where multiculturalism has been a

reality to them,” says Bill Hill. “They already realize the importance of greater global awareness.”

Bryant students know they are part of a larger global community. And every day Bryant faculty are helping them see beyond borders so that they may better understand their fellow citizens – no matter where they live. ▲



# FAR-REACHING EXPERIENCES

BY NICKI TOLER

Bryant faculty are going places. In 1995 they were all over the map: from Malaysia to Mexico to Macedonia. They studied defense conversion in Russia, surveyed manufacturing facilities in Mexico, and climbed China's Great Wall. These and many other far-reaching experiences are designed to further faculty members' understanding of other parts of the world in today's global society – and to bring that knowledge back to Bryant students.

In October one interdisciplinary team set out for Russia. Management Professor Lori Coakley and Humanities Professor Bill Graves travelled to Nizhny Novgorod, once a center of the former Soviet Union's defense industry. The project was funded by Bryant's Center for International Business and Economic Development (CIBED) through a Department of Defense grant. Lori and Bill looked at how the Russians are making the transition from defense-related industry to commercial products – a challenge that Nizhny shares with New England.

"The Russians are having a difficult time making the transition," says Lori. "In addition to changing their industry from defense to commercial, they are also changing their economic status from a command

system to a market-driven system. They definitely have the capability and the technological know-how, but they lack the financial resources."

Lori's experience in Russia has impacted her teaching at Bryant. "There are a lot of stereotypes about Russian workers. We can help our students minimize those stereotypes and give them some very realistic examples of what it is like there."

The Bryant community has benefitted in other ways as well. During his latest trip to Russia in January, Bill negotiated a set of agreements between the Institute for Economic Development in Nizhny and the Rhode Island Export Assistance Center (EAC) at Bryant. "We will be exchanging New England company profiles with



► "I want to give students a feeling for what another country is really like," says History Professor Jim Estey, pictured in China last summer. Earlier in the year, he attended a conference in Japan.

Russian company profiles," Bill says, "to begin developing a basis for bringing New England and Russian businesses in this region together to discuss joint venture possibilities, co-production possibilities, and investment possibilities."

Doug Levin, chair of Science and Technology, also hopes a trip he made last fall will result in productive business relationships. Doug represented Rhode Island environmental companies while on an EAC-sponsored trade mission to Malaysia, Indonesia, and Thailand. "We met with various industry people and government agencies to look at the environmental needs of the region," Doug says.

To prepare for the trip, Doug collaborated with Science and Technology Professor Jerry Montvilo and Matt Bruce '96 in developing a sophisticated multi-media presentation. "We were able to give the people we visited a much more personal tour of the companies," Doug says. "We brought in video clips of how their technical capabilities could be used in real factory situations, and used newspaper clips and testimonials to create a CD-ROM that brought the companies to life. It was very effective."



Doug hopes that this trip will lead to joint ventures that benefit the environment. "When we were leaving Jakarta, we looked at the water, which was the color and consistency of chocolate pudding, so thick it could barely support a wave," Doug recalls. "We said we were looking forward to coming back in 10 or 15 years and going swimming in that harbor if we could help clean it up."

Doug found clearer waters in Belize, Central America, where he travelled in January. He hopes to establish an outdoor classroom there for Bryant students taking his Tropical Marine Ecology course. Belize, an island with coral reefs and rain forest, would provide an appropriate setting.





▲ **"Even though I had studied Mexico extensively, there is no substitute for first-hand experience to understand what a country is like," says International Studies Professor Bill Hill, who attended a Fulbright faculty seminar in Mexico last summer.**

Political Science Professor Glen D. Camp also had students in mind when he travelled to Greece and Macedonia last summer. In order to better understand the issues surrounding a Greek embargo on trade with Macedonia, he interviewed Greek and Macedonian government officials as well as American diplomats.

"Nothing is simple in the Balkans," says Glen. "I wanted to hear both sides of the story so I could bring that information back to my classes at Bryant. Our students need to understand the subtleties of these conflicts. You can't be a top executive in an international company unless you understand political context as well as business."

Closer to home, two professors travelled to Mexico last summer — one from a business background; the other with a liberal arts point of view.

Management Professor Peg Noble has been researching the effect of NAFTA on foreign-owned (mostly American) manufacturing facilities in Mexico called *maquiladoras*. "Tariffs affect where companies choose to locate their facilities," says Peg, who is collaborating on the project with a colleague from the University of Houston. "Our primary interest is what effect the existing and future trade agreements will have on the location of production facilities and the general manufacture of products."

NAFTA also figured prominently in International Studies Professor Bill Hill's trip to Mexico last summer. Bill, who is director of International Programs and Study Abroad, attended a six-week Fulbright faculty seminar on trilateral cooperation through NAFTA. During his stay, he spent an extended time in Mexico City and traveled to many areas of the country to visit cultural and archeological sites.

"One of the purposes of the Fulbright seminar program is to allow people who have never been to a country to be immersed in it," Bill says. "It really affects your perspective. Even though I had studied Mexico extensively, there is no substitute for first-hand experience to understand what a country is like."



History Professor Jim Estey, who teaches courses in Japanese and Chinese history, agrees. He headed to the Far East twice last year, first to Japan and later to China.

At a conference in Tokyo, Jim focused on contemporary Japanese life and culture, history, and politics. But the most fascinating part of his trip took place at the end, when he stayed in the homes of three Japanese families in different parts of the country. Jim gained a real sense of what day-to-day life is like in Japan, including a major disaster: an earthquake struck Kobe when he was staying with a family only 40 miles away.

Jim also travelled to China last summer on a Fulbright study grant. "China is a country in transformation," Jim says. "It is moving from a Communist to a capitalist culture, and changing from a group-oriented society to one in which it is appropriate for people to think about their own lives."

Being able to talk with Chinese students and to visit historic sites such as Tiananmen Square were among the highlights of this trip for Jim. "I climbed two different parts of the Great Wall – it was definitely one of the all-time great experiences of my life," he says. "I want to give students a feeling for what another country is really like. There are so many different ways to be human. But at the same

time we have a lot in common. It was wonderful to experience this first hand."

Bryant faculty are definitely putting their passports to good use. And through their varied experiences, each brings back home to Bryant the best of all possible souvenirs: a greater understanding and appreciation of the diverse cultures they have explored. ▲



▲ "We met with various industry people and government agencies to look at the environmental needs of the region," says Science and Technology Chair Doug Levin, who represented Rhode Island environmental companies while on a trade mission to Malaysia, Indonesia, and Thailand.



# THE LANGUAGE OF RESPECT

BY NICKI TOLER

When Kehkashan “Kate” Adil ’97 welcomed members of the Bryant community to the 1995 Convocation, she greeted them in French, Spanish, Arabic, Indonesian, Japanese, Hindi, Russian, and English. “I wanted to show that there are many cultures on this campus and that all of them contribute to life at Bryant,” Kate says. “Of course, there are many more than eight languages represented here,” she adds with a laugh, “but I had a three-minute limit.”

As president of the International Student Organization Kate has worked on many projects designed to increase understanding of the diverse cultures at Bryant – and to celebrate them. She initiated the first Ramadan Observance in the College’s history, and has been actively involved in the development of a Chinese New Year celebration, the International Fair, Black History Month events, and Unity Month activities.

Underlying all these efforts is the belief that respect for all cultures is essential. “We are all global citizens whether we know it or not,” she says, “And we all have something to learn from each other.”

Kate’s personal experiences have given her the opportunity to learn this lesson first hand. Born in Pakistan, Kate moved to the United States with her family when she was a young child. They lived in Maryland, Iowa, and New York before settling in Rhode Island. Kate became an American citizen, then returned to Pakistan at the age of 14 to attend an international high school, an experience that taught her the importance of respect for diversity.

“It’s natural to think that your philosophy, the one you grew up with, is the right one. We are all brought up with certain assumptions and we think everyone else thinks the same way,” Kate says. “But every culture has its own set of assumptions. My high school experience taught me a lot about tolerance and dealing with other people.”

Sylvia Spears Peters, assistant director of Multicultural Student Services, applauds Kate’s ability to share what she has learned with the Bryant community. “Kate’s life experiences have been a study in cross-culturalism. She has remained true to the traditions of her native country while embracing American culture. She truly represents the essence of global citizenship.”

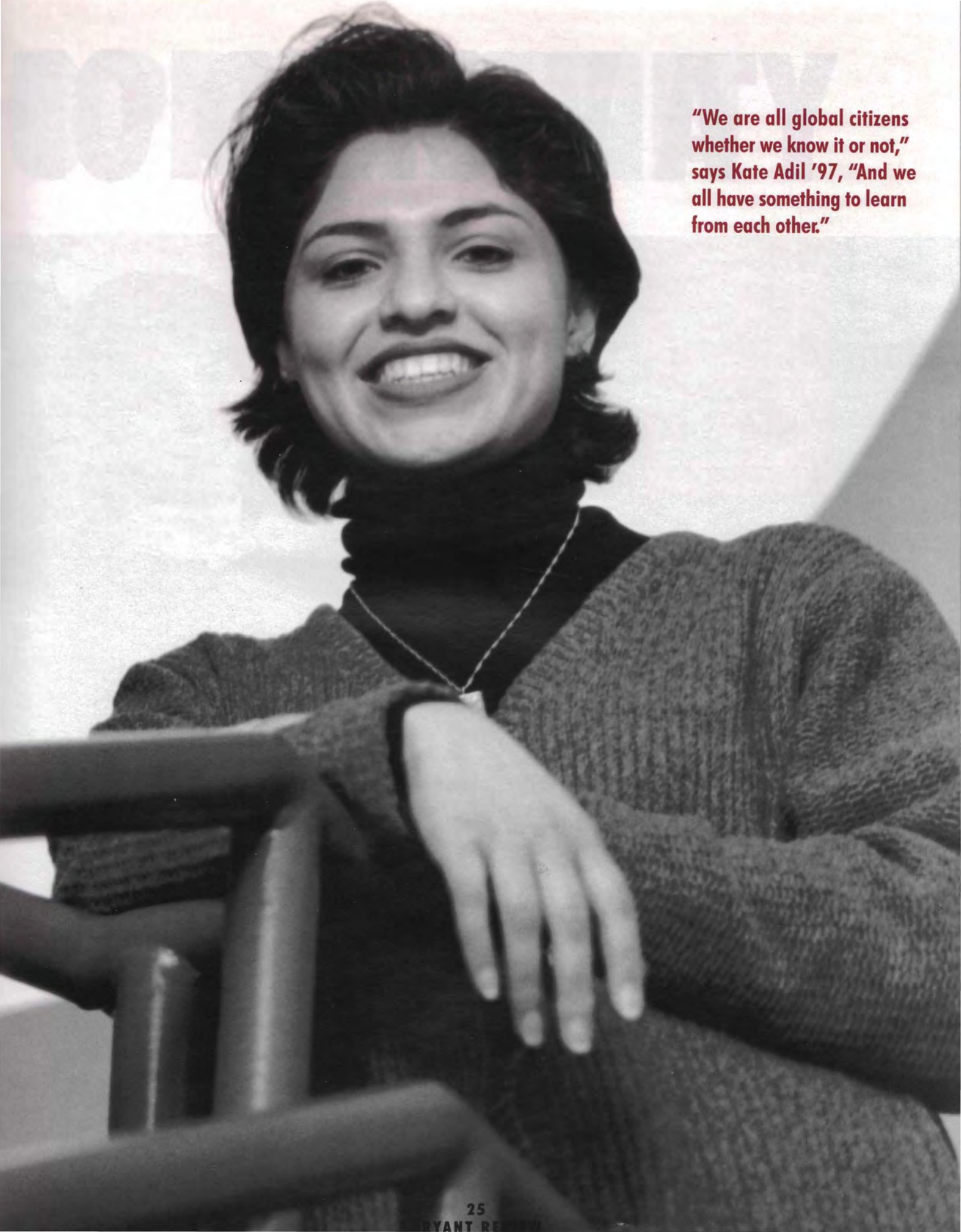
Kate, who speaks two Pakistani dialects, Pushto and Urdu, is studying Arabic and would like to learn Chinese. A management and economics major, she hopes to work in Asia in a technology-based business where she can utilize her understanding of eastern and western philosophies. “I think in the west we are excellent talkers but sometimes have trouble listening,” she says. “In the east it is just the opposite. This is another example of how we can learn from each other.”

The annual International Fair is one of the best ways the International Student Organization increases awareness of the rich diversity at Bryant. This spring event provides a forum for students to share information, food, stories, and a bit of the culture of their home country with other members of the Bryant community – and offers an opportunity for real education. One of Kate’s favorite parts is the test-your-global-awareness quiz distributed at the fair. “I’d like to see everyone take it,” she says.

Although Kate has provided an example of real leadership at Bryant, she believes that everyone shares the responsibility for leadership in this global society. “We are all leaders – and we are all followers. It is a changing role and one that we need to share. The most important thing is to listen to and learn from each other.”

Respect, communication, and good will. By her example Kate Adil is showing others that there are some words that need no translation. ▲





**"We are all global citizens  
whether we know it or not,"  
says Kate Adil '97, "And we  
all have something to learn  
from each other."**




# A WORLD OF





# OPPORTUNITY

BY PHYLLIS WALDMAN



They come from big cities and small towns all over America. They have learned to speak Spanish, French, German, and Chinese. Eventually, they're all going places: in business, industry, and around the world. And they're hoping that majoring in International Studies will help get them there.

◀ "In International Studies you learn how diverse the world really is," says Stephen Lawrence '96.



They are the 61 students who are majoring in International Studies at Bryant – 25 of them double-majors in traditional business concentrations such as management or marketing. Professor Bill Hill, coordinator of International Studies, calls these students visionaries who recognize the value of preparing for a changing, more interdependent world. “Our emphasis is on teaching students to think in a different way,” Bill says. “They learn that there’s more than one way to look at the world, and more than one way to manage a business.”

The goal of the International Studies concentration is to help students become familiar with other nations, understand different cultures, grasp the intricacies of the global economy, and learn more about the major problems confronting the world. Students are required to develop a foreign language proficiency and to improve their reading, critical thinking, writing, and problem-solving skills.

A variety of reasons compel these students to choose International Studies. Stephen Lawrence, a senior double-majoring in International Studies and Marketing, was first introduced to the concept of cultural diversity at age 13, when his parents hosted the first of many international exchange students from Germany, Denmark, Panama, Spain, and Guatemala. “That’s definitely what got me interested in learning about the world,” he says. “The students

who came were generally a little older than me, so it was like having an older brother or sister. But some of them didn’t even know how to throw a football. Actually,” he adds, laughing, “some of them had never even seen a football!”



**“I’m a person who likes to know what’s going on in the world around me, in politics and social issues,” Valerie Bowden ’97 says. “International Studies has given me a more global perspective than I had before.”**

Stephen visited his first foreign country, Guatemala, as a guest at the home of one of these exchange students. By then he was hooked. “I hope to run an international company someday,” he says. “English and Spanish will enable me to communicate with people in the western hemisphere, but if I want to work with people in Asian countries, I need to speak Mandarin Chinese.” He already speaks Spanish fluently and is now studying Chinese. To immerse himself completely, Steve plans to spend the next year working in Taiwan. “In International Studies you learn how diverse the world really is. As Americans we think we don’t need another language, that the whole world speaks Eng-

lish. But what we’ve learned is that if you speak, or even attempt to speak, the language of the people you’re doing business with, they’ll respect you for that.”

For sophomore Eileen Demjen and junior Valerie Bowden, both double-majors in International Studies and Marketing, this program offers the challenge they were looking for. “I’m a person who likes to know what’s



going on in the world around me, in politics and social issues," Valerie says. "International Studies has given me a more global perspective than I had before." Eileen sees a future benefit. "This degree will make me more marketable, and give me a competitive edge." Both women are studying French for their language requirement, with an eye towards working for companies doing business with Western Europe. Eileen plans a career in either the fashion or travel industries. Valerie is eager to work with an international company, either here or abroad, and would like eventually to become involved in politics. "International Studies will equip me for what's happening in the global market," she says.

Andrew Dean '95 has found that to be the case. His double-major in International Studies and Management has proven valuable in the workplace. As an international sales administrator for the Lockett Medical Corp. in Providence, which imports products and ships them to Latin America, Andy is in regular contact with customers from all over the world. Among other things, he must speak Spanish on a daily basis. Fortunately, he had an opportunity to improve his language skills while doing an internship at a moving company owned by Trustee Carlos Zúñiga '62. Most of the other staff spoke Spanish, so Andy jumped in and learned the language. "I couldn't have asked for a better finish to my International Studies experience," Andy says. "The

program is just perfect in the way it brings everything together in an international context."

But even for students who are not bound for international business, an International Studies major might be the right choice. "The world is going to be such a different place for our graduates," Bill Hill says. "The United States has changed in terms of its immigrant population and cultural diversity. Even if someone starts his own business in the U.S. today, the workers are likely to be of non-traditional backgrounds. Customers may not speak English. Learning how to market products to this population is going to require different knowledge."

Bryant's only interdisciplinary program, International Studies has become the most popular liberal arts program at the College. With exciting plans for the future, it is likely to remain that way. "We hope to provide more viable options to study abroad," says Bill, "with more opportuni-

ties for international internships. We're restructuring the faculty advising process so that study plans can be developed in the sophomore year and students can plan ahead. And we are expanding our offerings. It's an exciting time."

For students entering the increasingly global world of business, the excitement is just beginning. ▲



**"This degree will make me more marketable, and give me a competitive edge," says Eileen Demjen '98, who would like to work for a company doing business with Western Europe.**



# THE WORLD IS THEIR CLASSROOM

BY KAREN D. CALLAN

Imagine viewing historic artwork at the Louvre, exploring ancient Scottish Castles, or brainstorming with the publicity director of the BBC network – and earning college credit at the same time. Sound enticing? Thanks to Bryant's study abroad and international internship opportunities, each year 15 to 20 students partake in just such learning adventures. And most return pleasantly surprised by just how much the experience surpassed their expectations.

Erin Flower '96 is one participant who is eager to reminisce about her semester at Scotland's Edinburgh University. "It was fabulous – the best time of my college life," she says. "I took three classes, but it still seemed like vacation. I'd go back a thousand times over." Cheryl Goydon '97, who studied in London while interning at Symington, Co., an advertising and marketing firm, enthusiastically agrees. She says matter-of-factly, "study abroad should be mandatory."

Despite Cheryl's positive testimonial, that's unlikely to happen. But those who do opt to participate in study abroad discover the program's ambitious goals.

A key objective is developing students' cross-cultural awareness, ultimately enhancing their career prospects in today's global business world. Business contacts made while abroad may someday reap career benefits as well. Also important is the opportunity for students to improve their foreign language skills in preparation for the diverse population of colleagues and clients they'll most likely encounter in the work place.

That was the case for Andrew Dean '95, who completed an internship and two classes in Costa Rica. Language proved to be a formidable obstacle, and one that surprised him. At Mudanzas Mundiales, an international moving company owned by Bryant Trustee Carlos Zúñiga '62, Andrew performed his internship amidst a predominantly Spanish-speaking staff. He says, "I thought I knew Spanish pretty well, but with people who spoke it conversationally, I didn't understand much. Responding can be even worse because you can really embar-

◀ "Business is becoming a world without borders and companies all seem impressed that I have this kind of experience," says Mike Shaughnessey '96 (third from left).





► "I've always been interested in Great Britain's history," says Erin Flower '96 (top photo, left). "It was fabulous to take field trips to the castles and other places we studied."

pass yourself." But with an upbeat effort, he greatly improved his communication skills. "I got my point across, even if I did talk like Tarzan," Andrew jokes.

His aggressive study of Spanish coupled with his on-the-job internship experience helped him earn his position as an international sales administrator for Lockett Medical Corp. in Providence. "Language is the door to a culture. If you can't speak the language, you can't understand the people," he says. "You have to learn the subtleties of a language and culture to succeed in personal and business relationships."

Andrew gained practical experience by working in several areas of the business, including its customs brokerage where he discovered the bureaucracy of international shipping. "My company imports products and ships them to Latin America," he says. "Because of my internship, I'm able to understand customs legislation, and I've shown that I have a true interest in Latin America."

Michael Shaughnessey '96 is just beginning his career search, but like Andrew, he's finding that his semester abroad is piquing potential employers' interest. Michael, who studied at Australia's Macquarie University says, "I've had several interviews, and it always comes up. Business is becoming a world without borders and companies all seem impressed that I have this kind of experience."





When Cheryl chose to intern at Symington Co. she too was thinking of her future, but she happily found that her experience related to her past. "Things I learned in my business classes really came into play," she says. "At Bryant we studied annual reports and at Symington reviewing such reports was part of the job."



Andrew also found that his International Studies classes augmented his internship experience. "Every single course helped in numerous ways. I learned how interconnected the world system is – business decisions made by one country are felt by many others," he says.

While abroad, many Bryant students select courses that relate directly to their host country. In Edinburgh, Erin immersed herself in Scottish history and literature classes. "I've always been interested in Great Britain's history," she says. "It was fabulous to take field trips to the castles and other places we studied."

Cheryl's interests prompted her to enroll in a European art class and visit the Louvre. "I was planning to take a psychology class – my minor – but I thought I might never have the chance again to study European art and see it first-hand," she says. "My professor said that 'seeing a familiar painting in person was like seeing an old friend.'"

In fact, friendships provided the students with some their most cherished memories. They concur that it was the people they met who made the experience so enriching.

For Erin, friendships evolved through her participation in organizations that attracted students with similar interests, but from many different backgrounds. She joined the University's Scottish Dancing Society and become involved with its school of music, Alison House, where students meet and perform informally. A flutist and a singer herself, Erin says,



▲ "You have to learn the subtleties of a language and culture to succeed in personal and business relationships," says Andrew Dean '95 (top photo, left).



"It was a good way to make friends and to find out about other cultures."

Michael strengthened his friendships while off campus. "Some classmates invited me into their homes and I found out much more about them that way," he says. "To understand another culture, forget about who you are and where you're from and try to fit into the lifestyle of the people around you. You learn so much more that way."

He discovered a lot while abroad. "I had no idea that it would be such a great time. I was a nervous wreck at first – I really missed home. But I was able to assimilate well," Michael says. "I learned more about myself than anything else. I never wanted to try new things before, but now I do."

Cheryl echoes that sentiment. "Definitely the most important thing was learning what I'm capable of, like encountering an unfamiliar language or culture and being able to get by," she says. "It was a real confidence booster."

In today's highly competitive and increasingly international business environment, confidence is vital – confidence in one's knowledge and in oneself. For these participants, Bryant's study abroad and international internship programs prompted such assurance by providing practical learning opportunities and, just as important, by fostering personal insight.

When it comes to seeing one's own innate abilities, sometimes a distant view is the clearest. ▲



► "Study abroad should be mandatory," says Cheryl Goydon '97 (top photo).





# FINDING

BY ANN MACDONALD

Blaine Carvalho '92 entered Bryant with every intention of becoming a corporate executive. He studied hard, did well in his classes, and graduated with a degree in Management and Communication. After some time spent traveling, he was offered what some might consider a dream job with an international bank on Wall Street.

But Blaine had other dreams. "The world was open to me," he says now, "but it was not the world I wanted." He had gotten a glimpse at another way of life during his junior year abroad in Austria, when he had traveled to other countries. "I was in Germany for Unification Day after the

Berlin Wall came down. It was very moving," Blaine says. "I wanted to see more of Eastern Europe."

Instead of taking the Wall Street offer, Blaine joined the Peace Corps. For the past two years, he has combined his education with his interests – working as a business advisor in Estonia, one of three Baltic states that border the former Soviet Union. He hopes to remain in Estonia after his Peace Corps obligation ends. Ironically, his next position may bring him into closer contact with the College: Blaine has been exploring the possibility of becoming a Baltic states trade





# FREEDOM

consultant for Bryant's International Trade Data Network, a service of the College's Export Assistance Center.

Estonia is slowly rebuilding its economy after years of chafing under the repressive regime of the former Soviet Union. This dark period began during World War II, when Joseph Stalin gained control over the Baltic area. The situation began to improve by the mid- to late-1980s, when Estonians successfully staged a series of peaceful protests which culminated in the 'Singing Revolution' – a national song-and-dance festival which revived the Estonians' fervent patriotism and sparked an intense four-year struggle for independence, finally achieved in 1991.

Blaine arrived in 1994, barely able to say 'hello' and warned in advance that Estonians were cold and rarely smiled. He has found otherwise. "I have come to feel more like a brother, son, and friend here than a business person," Blaine says. "Estonians value friendship above all else, and it is not something they give away freely. Friendships have to be earned here."

During the workday, Blaine consults with clients about their businesses and writes business grant applications for the county government. But he has spent most of his free time immersing himself in the Estonian culture, which he's described in often hilarious e-mails sent back home. Among other adventures, he joined a folk dancing group, communicated with "caveman-like" gestures while learning the language, and has come to savor the raw pleasure

of a traditional Estonian sauna, which consists of "super-heated air, a rejuvenating race to the pond for a quick dip in cold water, then a stern whipping with a *vibt* made of birch branches." He has also listened to harrowing stories of personal courage, including those of the "forest brothers," ethnic Estonians who spent years living in the woods while resisting Soviet rule.

Blaine has been deeply touched by the Estonians' struggle for freedom. He would like to write about it some day, weaving personal anecdotes into the larger tapestry of this country's history. It is an approach he learned at Bryant while taking Professor Judy Barrett Litoff's course, U.S. Women and World War II. "My emphasis is on making sure our students understand that history includes personal stories," Judy says. "It's not just about the great and the powerful; it's also about the lives of ordinary people."

Blaine has been in regular contact by e-mail with Judy. "I think I carried her influence here without realizing it," says Blaine, who also credits Political Science Professor Glen Camp, English Professor Burton L. 'Doc' Fishman, and Carol Word Truehart, who offered much-needed advice, for their impact on his thinking.

"A lot of my frames of reference have changed since I've come here," Blaine says. "I'm not sure where the story of Estonia is leading me, but I am determined to follow it." It's unlikely to be to Wall Street. ▲

◀ "I have come to feel more like a brother, son, and friend here than a business person," says Blaine Carvalho '92 (top photo, left, at the Estonian border). "Estonians value friendship above all else, and it is not something they give away freely. Friendships have to be earned here."



# ALUMNI LEADERSHIP

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Jerry Kirkwood '61  
Ray Grigolevich '91  
Paul Capuzziella '91

**TEXAS**  
Gerry Berard '80 '95H

## ALUMNI TRANSACTIONS

### 1943

**Alice A. Brickach** of Pawtucket, RI, attended the 28th International Ecumenical Fellowship Conference in Cieszyn, Poland.

### 1946 - 50th Reunion

**Lucille (Gotsell) Killiany** of Thomaston, CT, chair of the 50th class reunion invites all members of the Class of '46 to join her on Saturday, June 8, 1996, on the Smithfield campus to celebrate their 50th class reunion. Mark your calendars now!

### 1949

**WANTED:** The Alumni Relations Office is searching for a 1949 Yearbook. If you have one that you are willing to part with, please call us at (401) 232-6040.

**David A. Marcoux** of Cumberland, RI, was appointed senior vice president, senior investment officer of the investment department of Rockland Trust Company's Trust and Financial Services Division headquartered in Hanover, MA.

### 1952

**Nancy T. Mason** of Winchester, MA, received an award from the Deaf-Blind Contact Center in Boston, MA, in recognition of her many hours of volunteering.

**John G. Winters** of Somerset, MA, retired after 34 years with First Federal Savings Bank of America in Fall River, MA.

### 1954

**Wanda (Perkowski) Coderre** of Portsmouth, RI, exhibited her collection of monotypes, an expression of organic forms combined with the creative elements of experimentation, at the Portsmouth Free Public Library in Portsmouth.

### 1960

**Sheryl (Exley) Crowley** of North Scituate, RI, was honored as the recipient of the Annual Guidance Counselor Award from the RI Association of Admissions Officers.

**Brenda (DiSaia) Rowland** of Saratoga, CA, is a member of the faculty at West Valley College in Saratoga and D'Anza College in Cupertino, CA.

### 1961 - 35th Reunion



**Ellie (Cardarelli) Walsh** of San Francisco, CA, was named assistant vice president and director of administrative services for ABM Industries Incorporated of San Francisco.

### 1962

**H. Stephen Harvey** of Gibsonia, PA, opened HSH Associates, a consulting firm specializing in cost reduction and capital search and secure for businesses.

**Eleanor (Dias) Jones** of Roxbury, MA, was promoted to community relations representative at the Boston Edison Company in Boston, MA.

### 1964

**Paul T. Rennick** of East Greenwich, RI, was named assistant superintendent for the Killingly, CT Public Schools.

### 1966 - 30th Reunion

**Kathleen (Melosh) Larkin** of Yardville, NJ, was appointed administrative assistant/office manager for Direct Dental Network, a subsidiary of Blue Cross and Blue Shield of New Jersey, in Hamilton Township, NJ.

### 1968

**William H. Doherty** of Palm Beach Gardens, FL, was awarded the certified professional consultants to management (CPCM) designation by the National Bureau of Professional Management Consultants.

**Donald G. Isles '74MBA** of Barrington, RI, was elected assistant vice president for commercial lending at the Dedham Institution for Savings in Dedham, MA.

### 1969

**Joseph T. Duffy** of Los Angeles, CA, was named senior vice president and director of the family wealth management group at Bank of America in Los Angeles.

### 1971 - 25th Reunion

**Alumni Weekend '96 is June 7-9.** Join Jim Burns, Bob Bolton and Janet DeLeo for your 25th class reunion — a 70s retrospective — on Saturday, June 8. Mark your calendars now!

**WANTED:** The Alumni Relations Office is searching for a 1971 Yearbook. If you have one that you are willing to part with, please call us at (401) 232-6040.



**Robert M. Armstrong** of North Attleboro, MA, was appointed vice president of finance and chief financial officer of the John Brown

Plastics Machinery Sector of Trafalgar House, Inc., in South Attleboro, MA.

### 1972

**John E. Turpin '76MBA** of New Britain, CT, was promoted to vice president of operations at The Stanley Works in New Britain.

### 1973

**William J. Day** of Middletown, RI, director of educational training programs for the College of Culinary Arts at Johnson & Wales University in Providence, RI, received a special merit award at the University's Annual Staff Recognition Day.

**Robert J. Lyons** of Fort Lauderdale, FL, was appointed vice president of Interim Accounting Professionals, a division of Interim Services, Inc., in Fort Lauderdale.

### 1974

**Lee F. Beauregard Jr.** of Fort Lauderdale, FL, was appointed director, internal audit for Interim Services, Inc., in Fort Lauderdale.

**John M. Leask II** of Fairfield, CT, a managing principal for Leask & Leask, CPAs, in Fairfield, was elected district governor of Rotary International for the 1995-96 term.

**Robert M. Rhault** of Warwick, RI, was appointed director of business development for O. Ahlberg & Sons, Inc., in Cranston, RI.

### 1976 - 20th Reunion

**Stanley F. Jarzombek '83MBA** of Warwick, RI, controller of Waltham Beef and Provision Co., Inc., of Boston, MA, was awarded the Nicholas Picchione Gold Medal as the highest scorer in Rhode Island for the May 1995 Uniform CPA Examination.



**Gerald A. Lafond '82MBA** of East Providence, RI, was promoted to vice president of finance at Nymman Manufacturing Co., in East Providence.

**Donald D. McNeil** of Wallingford, CT, was named deputy chief of police for the Town of Wallingford.

**David J. Schwartz** of Glen Allen, VA, was promoted to principal consultant with Oracle Corporation of Glen Allen.

## 1977



**David J. Clark** of North Kingstown, RI, was appointed director of pool operations at AIPSO in Johnston, RI.

**Gregory A. Fiske** of Barrington, RI, completed the reserve officer joint military operations course at the US Naval War College in Newport, RI.

**June P. Hassett '88MST** of Charlotte, NC, was promoted to assistant vice president and director of taxes for United Dominion Industries in Charlotte.

**Paul J. Kisko** of Windsor Locks, CT, was promoted to assistant vice president of underwriting at Security-Connecticut Life Insurance Company in Avon, CT.

**Urbano Prignano Jr.** of Providence, RI, was named chief of police for the City of Providence.

**Robert M. Solitro** of Manchester, NH, is a senior vice president at North American Specialty Insurance Co., in Manchester.

## 1978



**Robert J. Ventrone** of Jacksonville, FL, was named an accounting manager at Barnett Banks, Inc., in Jacksonville.

## 1979

**David Trenteseaux** of Lincoln, RI, was appointed senior vice president of materials management at Hasbro, Inc., in Pawtucket, RI.

## 1980

**Nancy (Cahir) Banaczuk** of Pawtucket, RI, was promoted to manager of the northeast region for AIPSO in Johnston, RI.

**Joseph F. Crowley Jr.** of West Kingston, RI, was named chief of police for the Town of West Warwick, RI.

## 1981 - 15th Reunion

**Susan A. Mariani** of Pawtucket, RI, was named customer service manager at Excellent Coffee Company in Pawtucket.

**Cynthia J. Schmitt** of Chicago, IL, was appointed vice president and chief financial officer for Sara Lee Personal Products-Pacific Rim, a division of Sara Lee Corporation in Chicago.

## 1982

**Christopher J. Lyddy** of Monroe, CT, is a sergeant and patrol division supervisor for the Town of Fairfield, CT, Police Department.

**Edward N. Stevens** of Marina del Rey, CA, was promoted to vice president of sales and marketing at BPS Healthcare, Inc., in Los Angeles, CA.

**Brenda (Graln) Wurtz** of Danbury, CT, was promoted to senior vice president/real estate and store planning at Nine West Group, Inc., in Stamford, CT.

## 1983

**Jacqueline (Pinocci) Girgenti** of Cranston, RI, was promoted to executive sales representative at Glaxo Wellcome Inc., of Research Triangle Park, North Carolina.

**Thomas C. Schultz** of Manchester, NH, is a regional sales manager with Harting Electronik, Inc., headquartered in Hoffman Estates, IL.

## 1984

**Andrew G. Andrews** of Avon, CT, manager in the audit/accounting department of Whittlesey and Hadley, P.C., in Hartford, CT, was elected vice president of Community Accounting Aid and Services.

**Barbara (Dahl) DeLorenzo** of Trenton, NJ, and her husband own and operate All Sport Photo and Trophy in Trenton.

**Marilyn J. Fuller** of Johnston, RI, was selected as a member of the 1996 class of Leadership America, a national not-for-profit leadership organization that recognizes, educates, and connects accomplished and diverse women to increase their individual and collective impact globally.

**Albert E. Holden Jr.** of Smithfield, RI, is director of managed care at Braintree Hospital Rehabilitation Network in Braintree, MA.

**Lisa M. Jernberg** of Princeton, MA, was appointed director of graduate marketing and enrollment at Worcester Polytechnic Institute in Worcester, MA.

**Cynthia L. Johnson** of Scarborough, ME, is assistant director of sponsored programs and finance at Bigelow Laboratory for Ocean Sciences in West Boothbay Harbor, ME.

**Michael D. Levy** of Silver Spring, MD, was promoted to senior sales representative with TECA Corporation based in Pleasantville, NY.

**Paul E. Marro '94MBA** of Greenville, RI, authored the lead article titled "Overview of Computer Crime and Security" for the current issue of *IS Audit and Control Journal*, which addresses the growing threat of a new "digital underground" that is wreaking havoc on business information systems.

**Deborah A. Saporito** of Old Lyme, CT, was appointed global business development manager of the Seton Company in Branford, CT.

**George M. Spellman** of Swoyersville, PA, was named sales development manager at Pinnacle Truck Sales and Services Corporation in Dunmore, PA.

## 1985

**Gregory A. McNeillie** of Franklin, MA, was appointed director of marketing for the eastern United States at MIG Realty Advisors, Inc., headquartered in West Palm Beach, FL.

**Shawn A. Monty** of Bedford, NH, opened Financial Strategies, a firm specializing in financial plans for individuals and small businesses located in Bedford.

## 1986 - 10th Reunion

**Alumni Weekend '96 is June 7-9.** Join John Ragnoni, Jeff Barovich, Greg Stafstrom, Debbie Tobias, Robin Amaral, Hank Sarazin, and other members of the Class of '86 for a Caribbean Beach Party on Saturday, June 8. Mark your calendars now!

**Carol (Rizzio) Conklin** of Old Saybrook, CT, was elected co-president of the Main Street Business Association in Old Saybrook where her business, Sugarplum's "Sweets of Saybrook" is located.

**Lori D. Cronshaw** of Woonsocket, RI, was promoted to sergeant for the Town of Cumberland, RI, Police Department.

**Gary A. Dziedzic** of Clifton, VA, received a master of business administration degree from the Monterey Institute of International Studies in Monterey, CA, and was appointed a foreign service officer for the Department of State in Washington, DC.

**Michael A. McKenna** of Norton, MA, was named manager of information services at Beacon Construction Company, Inc., in Boston, MA.

**J. Scott Pempek** of Putnam, CT, was promoted to senior district sales manager at American Honda Motor Co., Inc., and services a district extending from northern New Jersey to Cape Cod, MA.

**Neil I. Rosen** of West Hartford, CT, opened The Rosen Group, a financial recruiting consultant practice in Hartford, CT.

**Ronald D. Tarro** of North Providence, RI, was named treasurer for the Town of Barrington, RI.

**Michael T. Tousignant** of Hope Valley, RI, was promoted to director of accounting and auditing services and principal with Kahn, Litwin & Co., Ltd., in Providence, RI.

## 1987

**Anita P. Aubin** of East Greenwich, RI, was appointed director of human resources at Schroff, Inc., of Warwick, RI.

**Jeffrey J. Brown** of Seekonk, MA, was named an assistant vice president with Starkweather & Shepley, Inc., in East Providence, RI.



**James L. Glover** of Marston Mills, MA, was promoted to regional sales manager for the New England Division of Applause, Inc., based in Woodland Hills, CA.

**Edward J. Hanley III** of Cranston, RI, was named sales manager for retail and food service at Supreme Dairy Farms Co., of Warwick, RI.

**Lisa B. Tarkiainen** of Lynbrook, NY, opened her own business, Emily's Book Shop, in Rockville Centre, NY.

**Scott C. Thompson** of Lenox, MA, joined Smith, Watson & Company, CPAs, in Great Barrington, MA.

## 1988

**David E. Hobaica** of Bridgewater, MA, was promoted to president of Easton Pool & Spa of Easton, MA.

**Richard G. Howarth Jr.** of Whitinsville, MA, was promoted to senior accountant with Jones, Camp & Associates in Worcester, MA.

**Karen A. Kolodziej** of Pawtucket, RI, was awarded the professional designation of chartered property casualty underwriter (CPCU) by the American Institute for Chartered Property Casualty Underwriters.

**Richard A. McNeill** of Cumming, GA, is national account manager for Haworth, Inc., in Atlanta, GA.



**Catherine G. Palazzo** of Johnston, RI, was appointed vice president of Rollins Hudig Hall of Rhode Island, Inc., in Providence, RI.

**Vicente A. Pina** of South Windsor, CT, a member of the Bryant College Trustee Student Affairs Committee, was named a competitive consultant in the marketing department of ITT Hartford Life in Simsbury, CT. Vicente will oversee the operation of the Competitive Intelligence Unit, focusing on life, annuity, and disability insurance marketing.

## 1989

**Rebecca J. Castagna** of Rocky Hill, CT, is a product planning specialist in the youth division of Timex Corporation in Middlebury, CT.

**Nolan T. Dionisio** of Orlando, FL, is manager of housekeeping services at the Grand Cypress Villas Resort and Golf Club in Lake Buena Vista, FL.

**Robert J. Petrocchi** of Windsor, CT, was promoted to vice president of sales for Automatic Data Processing, Inc., in Windsor.

**Phelicia A. Poquette** of Wayland, MA, a STD product analyst with Sun Life of Canada in Wellesley Hills, MA, earned the designation of associate of the Society of Actuaries in Schaumburg, IL.

**Brian D. Scholten** of Lewisburg, PA, received a master of education degree from the University of South Carolina in Columbia, SC, and is an assistant registrar for academic information and record systems at Bucknell University in Lewisburg.

**Tracy A. Warrender** of Indianapolis, IN, was promoted to program coordinator with the Arts Council of Indianapolis after spending two years with the US Peace Corps.

## 1990

**Robert T. Brown** of West Palm Beach, FL, was elected to membership in the Professional Golfers Association, and was named head golf professional at the Okecheelee Golf Course in West Palm Beach.

**Darcy L. Case** of West Suffield, CT, was promoted to implementation analyst at Output Technologies in East Hartford, CT.

**Mark R. Courtemanche** of Lewiston, ME, was honored for the fifth consecutive year by the National Association of Life Underwriters, the National Association of Fraternal Insurance Counsellors, and the Modern Woodmen of America Life Insurance Society.

**David J. Harr** of Nashville, TN, was named employee benefit plans consultant for Acuff & Associates, Inc., in Nashville.

**Michael J. Hebert** of East Greenwich, RI, was named international relocation coordinator at Arpin International Group in East Greenwich.

**Patrick A. Treanor** of Attleboro, MA, was promoted to professional sales representative for the Plymouth, MA, district of Janssen Pharmaceutica, Inc., based in Titusville, NJ.

## 1991 - 5th Reunion

**Alumni Weekend '96 is June 7-9.** Paul Capuzziello, Ray Grigelevich, Harry Franks, Jennifer Ellert, and Nicole Korzun are planning a special event for the 5th year class reunion June 7-9. Mark your calendars now!

**Jami (Emidy) Brown** of West Palm Beach, FL, earned a master of elementary education degree from Nova University in Fort Lauderdale, FL, and is a sixth grade teacher at Glades Day School in Palm Beach County, FL.

**Scott E. Champney** of Stratham, NH, opened Comic Adventures, a comic book and collectible store in Portsmouth, NH.

**David A. Goldstein** of Atlanta, GA, was named vice president-client services for Trident Corporate Services in Atlanta.

**Felicia (Delzotto) Parks** of Mahwah, NJ, was promoted to manager of creative marketing at Noevir Inc., in Montvale, NJ.

**James T. Parks** of Mahwah, NJ, received the designation of Certified Financial Planner, and opened a New Jersey office of Higgins Advisory Group, an independent financial advisory firm which specializes in working with top executives of Fortune 500 companies.

## 1992

**Betty A. Clark** of Williamstown, MA, was named bursar at Williams College in Williamstown.

**Misti R. Leonard** of Danbury, CT, was promoted to coordinator of special events and donor support in the Development Fund office at DATAHR Rehabilitation Institute in Brookfield, CT.

**Dawn (Blest) Reiter** of Palatine, IL, is the manager of the corporate database administration at Enterprise Systems, Inc., in Wheeling, IL.

## 1993

**William S. Cameron** of Rocky Hill, CT, is a credit supervisor with MacDermid, Inc., in Waterbury, CT.

**James E. Chalmers** of Baltimore, MD, was promoted to assistant controller at Integrated Health Services in Owings Mills, MD.

**Cynthia E. Gale** of Stamford, CT, was named a marketing coordinator for the American Institute for Foreign Study in Greenwich, CT.

**Garrett J. Goldstein** of Bowie, MD, was promoted to federal events director with the National Small Business Council, Inc., in Columbia, MD.

**Marlo A. Rosenbloom** of Denver, CO, was promoted to advertising manager at Fuller and Company, a commercial real estate investment firm in Denver.

## 1994



**Stacey W. Yamalis** of East Hartford, CT, a staff member with the Hartford office of Price Waterhouse Co., received the Connecticut Society of Certified Public Accountants Gold Medal Certificate Award.

**Michelle Zottoli** of Wilton, CT, is a junior financial analyst with Associated Merchandising, Inc., in New York, NY.

## 1995

**Diego Garcia** of West Haven, CT, was named district executive of the Sleeping Giant District for the Quinipiac Council of the Boy Scouts of America in Hamden, CT.

**Dustin W. Goldstein** of Olyphant, PA, was selected for a six-month assignment in the Madrid, Spain, branch of Bankers Trust Company. Dustin is an analyst in the bank's global financial management training program.

**James A. Holl** of Manchester, NH, is a business associate at Electronic Data Systems in Concord, NH.

**Sean F. Leone** of Campbell Hall, NY, is a marketing coordinator at VPSI, a subsidiary of Chrysler Corporation in Danbury, CT.

**Scott A. Smith** of Fairfield, CT, is director of marketing and membership at the Central Connecticut Coast YMCA of Stratford, CT.

**DeJongh K. Wells** of Chestnut Hill, MA, is a residence hall director at Boston College in Chestnut Hill.



## GRADUATE TRANSACTIONS

**1981**

**Stephen P. McAllister** of Warwick, RI, was appointed associate director of finance and budget officer for the State of Rhode Island by Governor Lincoln Almond.

**1984**

**Rodney N. Huebbers** of Mahopac, NY, is president and chief executive officer at Putnam Hospital Center in Carmel, NY.

**1985**

**Elaine M. Renzi** of Franklin, MA, was promoted to manager with Diorio, Hudson & Pavento, P.C., in Milford, MA.

**1986**

**Frank J. Williams** of Hope Valley, RI, was appointed an associate justice of the Superior Court of Rhode Island by Governor Lincoln Almond.

**1989**

**Glen W. Stevenson** of Cranston, RI, was promoted to director of tax services at Kahn, Litwin & Co., Ltd. in Providence, RI.



**Michael T. Timura III** of North Providence, RI, received a doctoral degree from the University of Connecticut in Storrs, CT. He completed his PhD dissertation on, "Perceptions of Corporate Human Resources Administrators Regarding Excellence in Distance Education Programs."

**1991**



**Harold M. Horvat** of Cranston, RI, was appointed regional account manager at Westminster Development Bank, the small business financing division of Textron Financial Corporation, in Providence, RI.

**1993**

**Kevin J. Tinsley** of Shrewsbury, MA, was promoted to vice president with Greenberg, Rosenblatt, Kull & Bitsoli, CPAs in Worcester, MA.

**1994**

**James F. Dutra** of Cranston, RI, was named executive vice president at Advanced Interconnections in West Warwick, RI.

**Michael F. Fitzpatrick** of Dedham, MA, is a manufacturing and production engineer at Jet Spray Corporation in Norwood, MA.

**Willard B. Stubbs** of Newport, RI, participated in a joint military exercise at the US Coast Guard Training Center in Cape May, NJ.

**1995**

**Elaine R. Marques** of Cranston, RI, was appointed securities and exchange commission accountant for the Providence Gas Company in Providence, RI.

### SEND YOUR NEWS TO:

**Donna Harris**  
Office of Alumni Relations  
Bryant College  
1150 Douglas Pike  
Smithfield, RI 02917  
or fax to (401) 232-6376.

## IN MEMORIAM

Martha C. Blattle '19  
Helen (Morris) Kinsley '20  
Christina (DeSilva) Reposa '21  
Marie (Schwab) Kent '22  
Regina M. Gillis '27  
Helen M. Hines '29  
Michael W. Pasquarelli '31  
Arnold J. Collison '33  
Thomas J. Lucitt '33  
Mary (Trainor) McLearn '34  
Isabelle (Gauthier) Montville '34  
Louise (Szala) Cieplik '36  
Eugene M. Caldwell '37  
Mildred (Schimerling) Fishman '37  
Elizabeth T. Keane '37  
Charlotte (Rubin) Goldberg '39  
Richard E. Fogwell Jr. '40  
Geraldine (Newell) Sunderland '40  
Beatrice D. Lamb '43  
Ralph C. Phillips '45  
Robert F. Birt '46  
Claire (Jackson) Goodall '47  
John E. Brock '48  
Janet (Sanger) DesRosiers '48  
John L. Duclos '48  
Fred A. Rasnick '48  
Ernest J. Ross '48  
George Y. Brinkerhoff '49  
David M. Rebeiro Jr. '51  
Raymond Gibeau '56  
Shirley (Gyurik) Wassong '59  
Richard F. Ogden '60  
Francis E. Horgan '66  
James J. Walker '72  
Cynthia A. Cebulski '84  
Richard A. Arees '87  
Steven D. Stark '89

April 18, 1995  
December 1, 1995  
January 15, 1996  
November 3, 1995  
September 1995  
October 24, 1995  
December 1, 1995  
September 27, 1995  
May 28, 1994  
January 20, 1996  
January 12, 1996  
September 28, 1995  
November 30, 1995  
January 19, 1996  
December 5, 1995  
October 2, 1995  
September 26, 1995  
October 4, 1995  
December 9, 1995  
December 30, 1995  
December 21, 1995  
September 17, 1995  
October 27, 1995  
December 23, 1995  
July 5, 1994  
December 1995  
January 3, 1996  
November 15, 1995  
September 26, 1995  
February 4, 1994  
December 27, 1995  
October 23, 1995  
November 27, 1995  
October 13, 1995  
October 12, 1995  
September 22, 1995  
November 14, 1995

## A DREAM CUT SHORT

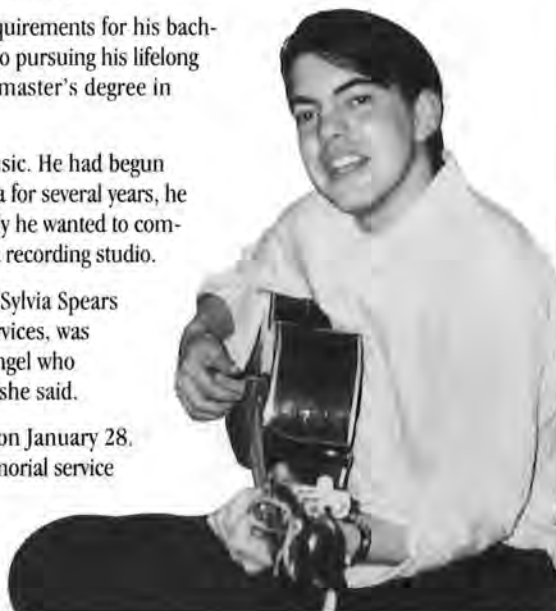
The Bryant community is mourning the tragic loss of Mauricio Beltran Restrepo, a quiet but well-loved senior who died in the December 20th crash of an American Airlines jet in Colombia. Mauricio had been travelling home in order to spend some time with his family over the holidays.

At the time of his death, Mauricio was finalizing the requirements for his bachelor's degree in marketing, and was looking forward to pursuing his lifelong dream of studying guitar. He had planned to obtain a master's degree in music at the Berklee College School of Music.

Mauricio had an incredible passion and talent for music. He had begun composing at the age of five. After studying in Colombia for several years, he transferred to Bryant to learn business skills. Eventually he wanted to combine his business and musical talents by establishing a recording studio.

Mauricio is remembered warmly by many at Bryant. Sylvia Spears Peters, assistant director of Multicultural Student Services, was one of those who knew him well. "Mauricio was an angel who walked into our lives to sprinkle some of his magic," she said.

A Mass in remembrance of Mauricio's life was held on January 28. The Bryant community drew together for a formal memorial service on February 1. And in a moving ceremony held earlier that day, President Norton presented Mauricio's baccalaureate degree posthumously to family members.





# CHALLENGE OFF TO A GOOD START

More than 600 alumni have stepped forward to accept the challenge made last fall by George F. Congdon '63 (see page 9). Thanks to their generosity, more than \$30,000 has already been raised towards the challenge's \$100,000 goal.

But there is still plenty of time for other alumni to accept the challenge of this extraordinary giving opportunity.

Under the terms of the challenge, George has promised to double the gift of any alumnus or alumna who has not donated to Bryant in the past five years. To be eligible, donations must be received by December 31, 1996. George proposed the challenge as a way to spur alumni giving at Bryant, which is below the national average. Yet the education he received at Bryant was well above average, and that is one of the reasons George wants to give something back to his alma mater.

"I have always recognized that Bryant offered me a quality education," George says. "Now that I am able, I would like to make this significant contribution to help provide for its future. Bryant needs — and deserves — the support of its alumni."

This is a unique opportunity to help today's students. Donations raised through the challenge will help fund financial aid packages, new computers, faculty development, and more. To become involved in the challenge, contact:

Jill Charpentier Nosach '86  
Director of Annual Giving

Bryant College  
1150 Douglas Pike  
Smithfield, RI 02917-1284

Telephone: (401) 232-6252  
Fax: (401) 232-6319

E-mail: [jnosach@acad.bryant.edu](mailto:jnosach@acad.bryant.edu)

# IDEAL FOR THE GRADUATE

Say "success" with a custom-made leather attache or brief bag. Made exclusively for Bryant College by the Atlas Company of Boston, each case sports the Bryant College seal and your choice of initials engraved at no extra charge.

Through a unique arrangement with the CEO of Atlas Company, who is a Bryant graduate, we are able to donate all profits from the sale of these items to the Alumni Association Scholarship Fund. So you can give a classic, elegant, sophisticated gift to your favorite Bryant graduate and help others obtain an education at the College at the same time!



4" suede-lined attache: \$475; 18" brief bag: \$425  
Butter-soft leather is available in black and coffee

Each fully lined case has solid brass fittings and is stitched with extra-strong saddle thread. Featured in *Money* magazine as "the best" in attache cases, each item carries a unique lifetime guarantee and is not available through any local retail outlet. A complete line of leather accessories — from luggage to pocket organizers — is also available.

## TO ORDER:

Call Marcia Beaulieu in the Alumni Office at (401) 232-6041

MASTERCARD/VISA accepted

Use your Bryant VISA and further support the  
Alumni Association Scholarship Fund.

Ask Marcia how!



Bruce B. Gravitt never attended Bryant. And he hasn't been on campus since 1973, when he attended his son Stephen's graduation. But in December, just in time for the holidays, Mr. Gravitt made a generous gift to Bryant: he named the College as a 25 percent beneficiary of a \$100,000 charitable remainder unitrust.

"I'm glad to help out in whatever way I can," Bruce says. "My son had a good experience at Bryant, and we have fond memories of the time he spent there." Steve earned a degree in accounting and joined Kay-Bee Toys after graduation. Today he is tax manager of the chain, which boasts 1,100 stores in all 50 states.

Steve supports his father's decision to create the trust. As might be expected from a tax manager, his focus is on the tax benefits of the decision. "Many people don't realize that the tax rate is much higher for inheritance taxes than it is for income taxes, no matter what your income base," Steve points out. "The way I look at it, either you give it away or Uncle Sam takes it away." The terms of the trust enable his father to receive income for the rest of his life while benefitting Bryant in the long run. "It's a situation where everyone wins," Steve says.

Bruce agrees. "My wife Louise and I talked about this before she died," he says. "We had the money and knew it would just go to taxes. We admired these institutions and wanted to help them." In addition to Bryant, the trust will benefit his wife's alma mater and church, and his son James' alma mater. Bruce also established a separate trust that benefits his own college.

"I hope my gift will help needy students at Bryant," Bruce says. "I had to borrow money to go to school, and tuitions were a lot lower then. I can't imagine how students are doing it today."

At 83, Bruce has left General Electric and is enjoying his second career — retirement. He encourages others to consider establishing a planned gift. "A lot of people have got more 'means' than they think they do: houses, cars, insurance policies," Bruce says. "People don't have to be wealthy to do this." They just have to care. ▲

# PORTRAIT OF A FRIEND

BY ANN MACDONALD

*By making a charitable contribution to Bryant, you can meet both your needs and those of your alma mater. If you would like more information about how to make a bequest, establish a charitable remainder trust, or make another type of gift, please call Susan Goodwin in Bryant's planned giving office at (401) 232-6253.*





**Kate Adil '97 represents  
the essence of global citizenship.**



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